

Hot Employment Issues for Insurers

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Christine V. Walters, MAS, JD, SPHR, is a human resources consultant and author who speaks regularly at industry events focused on HR legal practices and emerging issues.

Christine has been engaged as an expert witness for the defense, presented at conferences across the country, and testified before U.S. Congressional and state legislative committees and federal administrative agencies. Christine has been interviewed and quoted in a variety of media, including television, radio, and print. In March 2011, her first book, "From Hello to Goodbye: Proactive Tips for Maintaining Positive Employee Relations" was published by the Society for Human Resource Management.

After working nearly 10 years in HR administration, Christine started FiveL Company in 1998 as a part-time practice while working full time at the Johns Hopkins University as program director and interim department chair. She discontinued FiveL Company when she joined the law firm of Saul Ewing LLP in 2000, but she restarted the practice when she ventured out on her own to provide full-time human resources and employment law consulting in September 2002.

Christine served as an adjunct faculty member of the Johns Hopkins University from 1999 until 2006, teaching graduate-, undergraduate-, and certification-level courses.

Christine demonstrates her commitment to supporting and advancing the needs and interests of the business community and the HR profession by currently serving in a number of volunteer leadership roles.

Christine is licensed to practice law in Maryland.

Session Description:

The last year has once again seen a flurry of regulatory activity. The United States Equal Employment Opportunity Commission, Department of Labor, Office of Federal Contract Compliance Programs, National Labor Relations Board, and others have issued rules and guidance and held myriad public hearings to address a wide variety of employment practices. Congress and state legislatures have also considered and enacted legislation that impacts employment practices, policies, and procedures.

Join this interactive course as we review:

- The federal employment laws that apply to your business;
- Some state legislative and legal trends shaping employment policies;
- Federal regulatory agencies that impact employment practices; and
- Trends related to:



- Worker classification such as independent contractors versus employees and exempt employees versus non-exempt employees – which will be covered more in-depth on Nov. 12, 2014, during the Worker Classification course;
- Workplace discrimination, harassment, and bullying;
- Disability and reasonable accommodation requests; and more.

Learning Objectives:

- Name and describe three factors for assessing worker status;
- Compare and contrast workplace bullying, harassment, and discrimination; and
- Explain an employer’s obligations to provide reasonable accommodations.

Top Three Session Ideas

Tools or tips you learned from this session and can apply back at the office.



1. _____

2. _____

3. _____